

their salaries or our profits. We just give them a certain amount at the end of each year as a present."

"How much do you give them annually?" asked O'Hara.

"I couldn't say just how much it is," said Lytton, "but every employe understands thoroughly that it has nothing to do with his or her salary."

"Would you give your employes these presents if you made no profits in any particular year?" asked Senator Juul.

"I am sure we would," said Lytton.

Lytton then explained that the Hub employed 175 women; that the lowest wages paid any of them was \$6.50. Fifty-four get \$6.50; 50 get \$7. These girls are young—the oldest 16. A girl gets \$6.50 when first employed, and is raised to \$7 at the end of three months. At the end of her first year, she gets 2 per cent. of her yearly salary as a present.

"Then," said O'Hara, after Lytton had explained this, "you are in competition with establishments paying smaller wages?"

"Yes," said Lytton.

"Have you to charge higher prices because of this?"

"On the contrary, our prices are supposed to be lower."

"Do you find it bad policy to pay your employes more than the other stores?"

"We find it good policy," said Lytton. "We find that we get better help, and better work."

O'Hara asked Lytton what the Hub profits were last year. Lytton said he preferred not to answer until he had talked with his father, who at present is out of the state.

Senator Juul suggested that the question of profits be taken up later. Gov. O'Hara said he considered the question vital, but would not insist on it at this time.

"One hundred and four of your girl employes get \$6.50 and \$7, Mr. Lytton," said Senator Juul. "Who supplies these girls with the differ-

ence between their wages and what it costs them to live?"

"I think that question is too broad," said Lytton.

"We have found the lowest on which a girl can live to be \$8 or \$9," said Juul. "Who pays the difference between the \$6.50 and \$7 you pay your girls and the \$8 and \$9 they need?"

"These girls live at home," said Lytton. "They can do it that way."

"Their parents pay the difference then?" asked Juul.

"Yes."

"Why should they? Don't you consider an employer has a moral responsibility to see that his employes are clothed and fed?"

"There is no question of it," said Lytton. "Of course, he has such a responsibility."

"And you're not paying your girls enough to live on."

"Well," said Lytton, "we've been trying for a year to put all of our girls on an \$8 a week basis."

"Do you know anything about the home conditions of your employes?"

"No."

(Lytton is the first employer who has not tried to stall on this question.)

"Don't you feel that you, as their employer, have a moral and legal responsibility for these girls?" insisted Juul.

"I don't care about the legal responsibility," said Lytton, "but I do feel the moral responsibility."

"What do you consider a fair living salary for a girl?" asked Juul.

"It has been proven by commissions—" began Lytton.

"Oh bother commissions," said Juul. "What do you think?"

"Experts say \$8 a week," said Lytton.

"What do you think?" asked Juul.

"I don't know," said Lytton.

"Will you talk with your employes and make up a list of a girl's expenses for this commission?" asked Juul.